Organizational & Departmental Context (Culture):

Synthesis of Recommendations

Spokane Falls Community College

• Focused time and space for collaboration (purposeful, inclusive, consistent, with protocols)—working together toward goals:

1) make distinction between collaborating on self-chosen projects and the consistent, open forums for all voices to be heard

2) addressed, especially in first year (noticed effects of not being as intentional in following year, so we will work to re-establish such forums)

• Faculty-driven informed data-gathering and evidence-based decisions

1) clear

2) addressed, have concerns about sustaining the affective data we've begun gathering with Mickey, after the grant is through

• Ongoing professional learning opportunities that honor professional judgment of faculty

1) would be helpful to give specific examples of facilitator training, mentor training, etc.

2) addressed in limited ways with primarily faculty-lead retreats, Wednesday course group meetings, workshops, etc, but feel we would have benefitted greatly with the types of trainings listed in 1). We are also concerned about the sustainability of this piece.

• Trusting environment with increased transparency and clarity in communications regarding learning processes and results (“it’s about the students”)

1) might help to clarify "environment": classroom, department, college, state?

2) addressed this better in the beginning and then let it slide in the last year in terms of department environment. We do however feel Mickey's survey helped students feel safe in being honest with their perceptions.

• Culture of improvement and innovation—open to making mistakes and learning from them

1) clear

2) addressed, but our sense is that full-time instructors felt more comfortable trying new things and making mistakes while adjuncts felt less so.

• Giving administrators a real “window to the work” (concrete evidence)—building relationships, open and explicit communications [think broadly about key administrative stakeholders]

1) clear

2) addressed minimally with some administrator observation of Terry and Deb's work. Overall, we feel it's very important we get more administrators better informed of our entire project. They are fully supportive, but we want to be sure they really understand what we are doing.